

BIDEN PRESIDENT

October 1, 2019

Mr. Frank J Fertitta III
Chairman and CEO
Red Rock Resorts, Inc.
1505 South Pavilion Center Drive
Las Vegas, NV 89135

Mr. Fertitta:

As a lifelong champion for working families and unions, I was troubled to learn that, through costly legal appeals and stalled negotiations, Station Casinos has refused to recognize the outcomes of multiple union elections at Green Valley Ranch and Palms Casino Resort. It is imperative that Station Casinos engage in good faith and allow employees at Green Valley Ranch and Palms to join employees from Boulder Station and Palace Station in negotiating for health care, benefits, job security, fair scheduling, fair seniority rules, and a fair grievance process.

These workers have earned their seat at the negotiating table and they are legally entitled to recognition. Failing to recognize legitimate union elections is unlawful—as determined by the National Labor Relations board—and deeply troubling.

Failing to recognize these workers' decision to unionize is also going to be bad for Nevada businesses in the long-term. I've long held that middle class workers are the backbone of this country. When the middle class does well, the wealthy do very well, and the poor have a way up. That's been the history of the United States for generations, and it's certainly the case in Nevada. A strong and vibrant middle class is crucial to the state's gaming and tourism industry, and respecting the rights of your workers to unionize and collectively bargain is crucial to building a strong and vibrant middle class. Ultimately, executives have a responsibility not just to shareholders, but to invest in their workers and their communities.

Since its inception, Culinary Workers Local 226 has been a critical lifeline for Nevada workers. It has improved the livelihood of hundreds of thousands of workers across Nevada, bringing significant improvements to the state's gaming and tourism industry. Station Casinos, its employees, and its properties will only benefit from a strong relationship with organized labor in Nevada.

As required by law, Station Casinos should immediately recognize the NLRB elections that have taken place and, without unnecessary delay, come to the negotiating table in good faith with Station employees at any property that chooses to unionize. This isn't about partisan politics—it's about what's good for your workers, your business, and Nevada's economy.

Sincerely,



Joseph R. Biden, Jr.

Biden for President • P.O. Box 58178 • Philadelphia, PA 19102

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cc: Lorenzo J. Fertitta
Vice Chairman of the Board
Red Rock Resorts, Inc.

Robert A. Cashell Jr.
Member of the Board
Red Rock Resorts, Inc.

Robert E. Lewis
Member of the Board
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